

Virginia Colleges & Universities: Diversity, Equity & Inclusion Plans

Council Meeting
Tuesday, September 14, 2021



STATE COUNCIL OF HIGHER
EDUCATION FOR VIRGINIA



One Virginia Inclusive Excellence Plan

- Develop and submit diversity, equity and inclusion (DEI) strategic plans by July 1 (HB 1993).
- Received 11 from four-year public institutions and RBC. Others expected by October 1.
- Virginia's DEI plan – “One Virginia Plan.”
- Based upon the Inclusive Excellence Framework.

One Virginia Plan Inclusive Excellence Goals

Dimensions of Inclusive Excellence Framework	Goal #	One Virginia Plan Goals
Access and Success	Goal 1	Achieve and maintain a more diverse and inclusive undergraduate and graduate/professional student body, faculty and staff, and administration.
Climate and Intergroup Relations	Goal 2	Create and sustain an organizational environment that affirms and respects diversity and employs inclusive practices throughout its daily operations.
Education and Scholarship	Goal 3	Engage students, faculty, staff, alumni and the community in learning varied perspectives of domestic and international diversity, equity, inclusion and social justice.
Infrastructure and Accountability	Goal 4	Create and sustain an institutional infrastructure that effectively supports progress and accountability in achieving DEI goals.
Community Engagement	Goal 5	Leverage institutional philanthropy and community partnerships to improve outcomes in local and regional communities.

1 - Access & Success Strategies

Staff and Faculty

- Develop a visiting scholars program.
- Negotiate feeder agreements with HBCUs.
- Review/Revise tenure guidelines.
- Ensure accommodations are accessible.
- Join Southern Regional Education Board (SREB) Doctoral Scholars program.
- Develop mentor programs.

1 - Access & Success Strategies

Students

- Create or scale up targeted student outreach and gateway programs.
- Include commitment to DEI and programming in recruitment materials.
- Analyze student attrition, retention and graduation rates, by student populations.
- Strengthen partnerships with diverse alumni groups for admission.
- Increase financial aid.

2 - Climate & Intergroup Relations Strategies

- Host lecture series/Campus conversations.
- Establish Employee Resource Groups.
- Provide DEI training to campus community.
- Review names of buildings and spaces.
- Create an annual showcase of faculty research and creative activities that focus on DEI.

3 - Education & Scholarship Strategies

- Enhance international studies offerings.
- Incorporate diversity statements in syllabi.
- Create an Anti-Racism and Inclusive Excellence Certificate Program.
- Create required undergraduate course on foundations of DEI.

4 - Infrastructure & Accountability Strategies

- Conduct campus-wide policy review.
- Expand non-discrimination statement.
- Develop individual DEI plans, by schools and/or unit level.
- Include DEI goal attainment in senior leadership assessments.
- Expand role/capacity of Offices of Institutional Effectiveness.
- Increase total SWaM expenditures for each of the SWaM categories.

5 - Community Engagement Strategies

- Update community guide for students to include more diverse organizations and services.
- Seek funding partners to support DEI efforts.
- Work with the Police Department to evaluate policies, practices and procedures Engage and support local/regional DEI community resources and projects.
- Host development, networking and shadowing opportunities for community organizations.
- Advance the Vibrant Virginia Initiative.

General Fund (GF) Request* (2021 six-year plans)

Institution	Description
LU	Support community DEI and education initiatives.
CNU	Support Community Captains program and partnership with NNPS and expansion of the University's Office of Diversity, Equity and Inclusion.
UMW	Funds DEI plan and strategies.
GMU	Address Faculty & staff market inequities and support workforce planning.
GMU	Funds DEI plan and strategies.
VCU	Address continuing inequity in faculty salaries.

* Based upon current six-year plan submissions. Not final.

Common Approaches

- Increasing student financial aid.
- Providing DEI training opportunities.
- Establishing offices on DEI.
- Establishing representative DEI campus committees/councils.
- Assessing policies, procedures and practices.
- Integrating DEI efforts into institution strategic planning processes.

Opportunities

- Support shared contracts for training.
- Support collaboration in training development and delivery.
- Convene faculty to assess and revise course curriculum and instruction for cultural competence.
- Raise awareness of DEI efforts.
- Support platform for leadership discussion on DEI.
- Collect and share relevant data.

Questions?

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Thank you.